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TRAINING SCHOOL

—OF THE—

BUFFALO STATE ASYLUM FOR THE INSANE.

THE BOARD OF MANAGERS

Of the Buffalo State Asylum for the Insane, with a desire to improve and elevate the standard of service in the care of the Insane, and to give to the institution under their charge the benefit of a corps of attendants skilled in this special work, and who may make it a permanent occupation, have established a training school for their instruction and education.

The plan of instruction presented, is the outgrowth of a system begun by the officers of the Asylum in October, 1883, among a limited number of attendants. The benefit derived both by them and the Asylum has been such as to induce the Board to offer to all the attendants, who are found qualified, the advantages of instruction in the care and nursing of the sick and insane.

The Managers have adopted the following rules regarding the employment, training and pay of attendants who avail themselves of the offered facilities for advancement in education.

Age. The most desirable age for attendants, both men and women, is from twenty-one to thirty.

Qualifications. All applicants for the position of attendants are required to be in sound health, and to furnish testimonials of good

moral character and of correct habits, from at least two responsible persons. They must be of pleasant and kindly disposition, and possess such mental and educational qualifications as give promise of fitness for the work.

Examination. All applicants must pass the Civil Service Examination, as required by the Law of the State.

After a probationary period of two months, if found capable and satisfactory, they shall, before being permanently employed, sign the agreement required of all employees.

Instruction. All attendants shall be instructed in the rules and regulations of the Asylum, and in the duties of their several positions. The special training of the school will be given by the Assistant Physicians, under the direction of the Superintendent, in such studies and methods as will best fit those who receive the instruction, for the special work of attendants upon the insane and for nursing the sick. The course will occupy two years, and will consist of lectures and clinical instruction. The lectures will be given on the fundamental principles of physiology, and of hygiene, including ventilation, clothing, bathing, etc., with the usual directions for the care of the person, the bed, and the room of the sick.

Instruction will be given upon the most commonly used remedies and their effects, upon the use of the catheter, the taking of temperatures, the administration of food, the control of hemorrhage, and the application of minor dressings.

Special attention will be given to teaching the best methods of caring for the various classes of the insane, the violent, destructive, suicidal, and epileptic, as also the quiet and convalescent, with directions as to exercise, occupation, amusement and companionship. They will be taught to meet emergencies, how and what to observe, and to make written reports upon the physical and mental condition of patients. All who join the training school shall, at the end of the first year, pass a

satisfactory examination, before entering on the second year's instruction. At the close of the second year, after passing the required examination, and giving satisfactory service, they shall receive a certificate from the institution as well qualified nurses, and attendants upon the insane.

Pay. Scale of wages for attendants adopted by the Managers to take effect October 1st, 1887.

The wages of the men attendants shall be as follows: \$22 per month for the first three months; \$23 per month for the following nine months; \$26 per month after passing the first year's examination in the training school; \$28 for non-graduates of training school in charge of wards; \$28 per month for graduates of the training school not in charge of wards; \$30 per month for graduates of training school in charge of wards.

The wages of the women attendants shall be as follows: \$13 per month for the first three months; \$14 per month for the following nine months; \$16 per month after passing the first year's examination in the training school; \$18 per month for non-graduates of the training school in charge of wards; \$18 per month for graduates of the training school, not in charge of wards; \$20 for graduates of training school in charge of wards.

Attendants are allowed one month's trial when they must either sign an agreement to remain for a year, or give notice of leaving at the end of the second month.

The acceptance of the advance in pay shall carry with it an obligation to remain in each case at least one year longer in the service of the asylum, subject to the provisions of the *agreement*. For long and faithful service an increase in the pay per month may be provided in special cases.

In addition to the pay, attendants receive board, lodging, washing, and medical care during temporary illness.

Applications for position are to be made to the medical Superintendent,

DR. J. B. ANDREWS,

Buffalo State Asylum,

BUFFALO, N. Y.

